

Variable	Mean	SD
Age	38.5	10.2
Gender	Male	75%
Marital status	Married	65%
Education	High school	45%
Occupation	Manager	35%
Income	\$45,000	\$15,000
Health status	Good	70%
Stress level	High	60%
Life satisfaction	7.5	1.5
Work-life balance	6.0	1.0
Job satisfaction	7.0	1.0
Organizational commitment	7.0	1.0
Turnover intention	1.5	0.5
Employee engagement	7.0	1.0
Perceived stress	4.0	1.0
Workload	High	65%
Support from supervisor	7.0	1.0
Support from colleagues	7.0	1.0
Work environment	Good	70%
Job security	High	65%
Compensation	7.0	1.0
Benefits	7.0	1.0
Training and development	7.0	1.0
Career advancement	7.0	1.0
Work-life balance	6.0	1.0
Job satisfaction	7.0	1.0
Organizational commitment	7.0	1.0
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